

The New Jersey Organization of Delta Kappa Gamma Society International Strategic Plan 2019 – 2024

Overview

The New Jersey Organization of Delta Kappa Gamma International (DKGNJ) Strategic Plan is a vision for the future of the organization which provides for a continuous review and monitoring of the progress of identified programs and projects that implement the seven purposes and the mission of the Society.

We are a lifelong learning organization for women educators who seek to grow personally and professionally to make an impact on the educational community. We are making a plan to move forward so we preserve the future of DKGNJ. The plan will direct us towards the goals that will improve our organization and forever move us forward. Members will find this plan offers goals, initiatives, objectives and activities to guide our work.

Purposes

1. To unite women educators of the world in a genuine spiritual fellowship.
2. To honor women who have given or who evidence a potential for distinctive service in any field of education.
3. To advance the professional interest and position of women in education.
4. To initiate, endorse and support desirable legislation or other suitable endeavors in the interests of education and of women educators.
5. To endow scholarships to aid outstanding women educators in pursuing graduate study and to grant fellowships to non-member women educators.
6. To stimulate the personal and professional growth of members and to encourage their participation in appropriate programs of action.
7. To inform the members of current economic, social, political and educational issues so that they may participate effectively in a world society.

Mission

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education.

Vision

Leading Women Educators Impacting Education Worldwide

Plan Implementation and Monitoring

The implementation of the Plan is the responsibility of DKGNJ members working at the state level. This living document will be reviewed annually and adjustments made, as needed, by the DKGNJ Executive Committee in conjunction with the DKGNJ State Strategic Planning Committee. The DKGNJ State Strategic Planning Committee will note progress, review new opportunities and discuss challenges. The DKGNJ State Strategic Planning Committee will note accomplishments related to the initiatives and objectives for each goal. The latest review and revision date will be noted on the updated Strategic Plan and then posted on the DKGNJ website.

Structure of the DKGNJ State Strategic Plan

The language of the Strategic Plan represents a hierarchy from broad to specific:

- **Goals** (broad focus areas addressing current challenges/issues)
- **Initiatives** (possibilities)
- **Objectives** (measurable results not currently existing)
- **Actions** (specific decisions or activities designed to support an objective)

GOAL 1. Support Members

This goal will focus on supporting the personal and professional development of women educators. It should include providing opportunities throughout the entire career of our members, including leadership skills, financial assistance, providing current educational strategies and methods, provide formats for publications, and network opportunities with DKGNJ members.

1.A. Create new membership opportunities

1.A.1. Research membership trends

- 1.A.1 a. Engage members in conversations about generational issues that impact membership
- 1.A.1.b. Encourage chapters to use Society resources to determine and plan for intergenerational cooperation
- 1.A.1.c. Incorporate appropriate strategies to engage all members

1.A.2. Develop leadership connections

- 1.A.2.a. Offer webinars and/or workshop presentations on current Society and professional issues provided by members knowledgeable in the field/areas
- 1.A.2.b. Schedule professional group web forums for issues of interest

1.A.2.c. Host a variety of online and in person professional forums for alike educational areas

1.B. Enhance existing membership opportunities

1.B.1. Promote the mentoring of new educators through the Supporting Early-career Educators Project (SEE)

1.B.1.a. Develop materials to explain DKGNJ and how it relates to DKG: graphics, presentations, handouts

1.B.2. Provide mentoring of new members

1.B.2.a. Develop an online community for discussions

1.C. Increase membership awareness

1.C.1. Define roles and responsibilities of members

1.C.1.a. Review governing documents

1.C.2. Promote the use of the DKGNJ resources available to members

1.C.3.a. Publicize messages through media venues: website, social media, state publications

1.C.3.b. Provide opportunities for members to discuss membership issues at society events: state meetings, state convention

GOAL 2: Provide Statewide Opportunities

DKGNJ members seek to create relationships with other state members, both professionally and personally. They seek opportunities to share and learn about educational practices, research, and places to experience outside of their immediate locale. Additionally, our members seek diversity of all kinds. Thus, this goal addresses the challenges of providing opportunities for experiences to create these professionally and personal relationships.

2.A. Create new statewide opportunities

2.A.1. Promote successful programs representing DKGNJ Chapters

2.A.1.a. Solicit and share information regarding successful chapter programs via state committee meetings and DKGNJ website

2.A.1.b. Provide workshops at convention to meet the needs of all members

2.A.1.c. Provide a variety of leadership opportunities to all members

2.A.1.d. Provide intergenerational programming to chapters

2.A.2. Provide access to secure social media space for members

2.A.2.a. Educational communities

2.A.2.b. "Interest-oriented" communities

2.A.2.c. Webinars on topics identified by members

2.A.3. Explore further expansion of DKG NJ

2.A.3.a. Utilize the data collected from the expansion committee to solicit prospective members in other districts, schools and locations

2.A.3.b. Utilize professional contacts in other organizations and social media to locate prospective members

2.A.3.c. Increase diversity and intercultural awareness

GOAL 3. Develop Leaders

Our DKG Vision Statement, “Leading Women Educators Impacting Education Worldwide,” must be continued throughout the Society. We must continue to develop leadership skills in all members throughout our state and within educational and organizational settings. Social media will lead this leadership development for our members to provide opportunities to our members constantly, not just once or twice each biennium.

3.A. Create leadership opportunities and training for all members

3.A.1. Provide leadership training through a variety of media

3.A.2. Train leaders to advocate for educational law and policy

3.A.2.a. Promote participation in Society activities such as the U.S. Forum and United Nation projects

3.A.3. Offer mentoring opportunities

3.A.3.a. Provide opportunities for leaders to learn more about the big picture of the Society

3.B. Enhance leadership excellence among members

3.B.1. Establish a network of leaders and emerging leaders

3.B.1.a. Solicit members at various levels of educational experience to volunteer as mentors in the areas of their expertise.

3.B.1.b. Post the volunteer network on the DKG NJ webpage for member access.

3.B.2. Empower members to take leadership roles

3.B.2.a. Recruit new members to become part of the state leadership team

3.B.2.b. Provide a variety of situations for members to volunteer for tasks, ad hoc committees, etc.

GOAL 4: Build Resources

Keeping in mind that our sixth Society purpose is “To stimulate the personal and professional growth of members and to encourage their participation in appropriate programs of action” we must provide resources to fulfill this purpose. Membership dues are not sufficient to meet the financial responsibilities of the DKGNJ organization. DKGNJ must examine a variety of methods that will continue our financial solvency. The fourth goal will address opportunities to build and renew financial and human resources that will strengthen our organization.

4.A. Create new resources

4.A.1. Develop resources that support the financial needs of the organization

- 4.A.1.a. Review cost effective scheduling options for state events
- 4.A.1.b. Create non-dues revenue activities at the state level
- 4.A.1.c. Consider fundraising sales

4.A.2. Investigate current marketing strategies, within and outside the organization

- 4.A.2.a. Cost effectiveness for the use of social media such as Twitter
- 4.A.2.b. Cost effectiveness for the use of Print media
- 4.A.2.c. Cost effectiveness for the use of Broadcast media

4.A.3. Expand resources for members

- 4.A.3.a. Provide regular communication to all members
- 4.A.3.b. Investigate and promote new technologies
- 4.A.3.c. Survey programming needs as generated by members' interests and current educational issues
- 4.A.3.d. Research the feasibility of additional scholarship offerings

4.B. Enhance existing resources

4.B.1. Promote current financial resources

- 4.B.1.a. Non-dues revenue
- 4.B.1.b. Non-solicited donations

4.B.2. Update current resources for members

- 4.B.2.a. Annually review programs for membership needs
- 4.B.2.b. Provide a current list of state and international publications
- 4.B.2.c. Provide leadership development resources for members via various media

Accomplished Activities from the 2015-2017 DKGNJ (Alpha Zeta State) Strategic Action Plan

- List of possible meeting locations were shared at the January 2017 DKGNJ (Alpha Zeta State) Meeting and on the Alpha Zeta State website and chapter websites.
- Shared new chapter projects and programs on the AZS Website and in the state newsletter.
- Information about the joint chapter meetings for some south western and some northern chapters was posted online and sent to chapter presidents to share with their members.
- Opportunities for members to participate in technology workshops focusing on electronic communications were held at each of these meetings/conventions.
- Ad Hoc Communications/Publicity Committee was developed to do research on the best methods and strategies for increasing communication to all members and other on-going avenues to communicate with all members on a regular basis; chapter projects have received newspaper and website publicity,
- Annual membership goals have been set.
- Data sheets were provided to each chapter to help them identify unrepresented districts in their areas and around the state in DKG, providing chapters the opportunity to reach out to outstanding educators in New Jersey.
- Recipients of NJ Teacher of the Year, County Teacher of the Year, and State Teacher of the Year Award, along with other awards our members received, are posted as “Celebrating Our Key Women Educators” on the AZS web page.
- Chapters are honoring their members for milestone years of membership including, but not limited to basic recognition at a meeting, with certificates, pins etc.

Accomplished Activities from the 2013-2015 Alpha Zeta State Strategic Action Plan

- Align AZS Bylaws, Standing Rules, and chapter rules to ensure Alpha Zeta State upholds the goals and objectives of the international educational excellence committee.
- Update and/or develop state specific brochures in electronic and print format to disseminate information to members, potential members, and communities throughout the state.
- Investigate various methods to compile and publish the state yearbook to provide for greater ease, efficiency, and availability.

Established Practices from the 2015-2017 DKGNJ (Alpha Zeta State) Strategic Action Plan

- Increase the number of members of five years or less in chapter leadership positions.
- Communicate the necessity of having chapter and state officers and committee chairs to attend state meetings, regional conferences, and international convention.
- Provide executive board members with a copy of the current Alpha Zeta State Strategic Action Plan (SAP).
- Contact the county and state recipients of the NJ Governor's Education Award (formerly TOY) and share the benefits of membership with them.
- Annually plan and present a leadership workshop at state conventions, conferences, and/or meetings.
- With input from the executive board, review/revise goals, objectives, and activities of the SAP as needed.

Established Practices from the 2013-2015 Alpha Zeta State Strategic Action Plan

- Provide pertinent information relevant to issues relating to women
- Recommend conferences, seminars, workshops, and speakers on educational law and policy.
- Recognize chapters for implementing special programs/initiatives for new teachers at the Alpha Zeta State convention.
- Honor members for 50, 55, 60 and 65 years of service in the Society with recognition ceremonies at the state convention.
- Share outstanding chapter projects and programs on the state Web site and in the state newsletter.
- Promote and support combined chapter meetings in all parts of the state where demographically appropriate.

Suggested Resources

Delta Kappa Gamma Society International Website: <https://www.dkg.org/>

Delta Kappa Gamma Society International Constitution and International Standing Rules, 2014

<https://www.dkg.org/content/constitution-delta-kappa-gamma-society-international>

Alpha Zeta State Bylaws and Standing Rules

<http://dkgalphazetastate-nj.weebly.com/state-documents.html>

New Member Recruitment Plan

<https://www.dkg.org/content/new-member-recruitment-plan-2015>

Go-To-Guide for Chapter Members: Handbook of the Delta Kappa Gamma Society International 2015

<https://www.dkg.org/content/go-guide-5-set>

Pride in the Big Picture: An Orientation Guide for Chapter Membership Teams, DKG 2015

<https://www.dkg.org/content/orientation-guide-power-point-cd>

Sustaining Pride in the Big Picture: Reorientation Guide, DKG 2015

<https://www.dkg.org/content/sustaining-pride-big-picture-re-orientation-guide>

Guidelines for Chapter Presidents, DKG

<https://www.dkg.org/content/guidelines-chapter-presidents>

Guidelines for Chapter Treasurers, DKG

<https://www.dkg.org/content/guidelines-chapter-treasurer>

Finance Committee Guidelines, DKG

<https://www.dkg.org/content/finance-committee-guidelines>

Guidelines for Chapter Membership Committee Chairs, DKG

<https://www.dkg.org/content/guidelines-chapter-membership-chairs>

New Member Information Kit <https://www.dkg.org/content/new-member-information-kit>

Delta Kappa Gamma Society International Strategic Action Plan, 2014

<https://www.dkg.org/content/society-strategic-action-plan-approved-july-27-2014>

Project S.E.E., <https://www.dkg.org/content/see-supporting-early-career-educators>